



AGREEMENT

between

TEMPLE UNIVERSITY
of the Commonwealth System of Higher Education

and the

AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS
Temple Chapter

July 1, 1980 - June 30, 1982

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PREAMBLE

Temple and the AAUP endorse the 1940 Statement of Principles on Academic Freedom and Tenure as follows:

"The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

The teacher is entitled to freedom in the class room in discussing his subject, but he should be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

The college or university teacher is a citizen, a member of a learned profession and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional pressures and controls; but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence, he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman."

ARTICLE 1

RECOGNITION

Temple recognizes AAUP, pursuant to the final certification of the Pennsylvania Labor Relations Board of July 5, 1973 in Case Nos. PERA-R-1123-E; PERA-R-1137-E, as the exclusive collective bargaining representatives of the employees of Temple University in the unit described below for the purpose of negotiating with respect to wages, hours, and other terms and conditions of employment:

All full time faculty, including Department Chairpersons, employed at Temple University, full time professional librarians (including department heads) on the Paley Library budget or in other colleges and schools included in the bargaining unit, and non-faculty academic professionals as defined in Article 16. Excluded from the bargaining unit are Deans, Associate Deans, Assistant Deans, members of the faculty, librarians and support professionals serving outside the continental United States, the Medical School, Law School, Dental School and Hospital of Temple University, and all other non-faculty and professional employees, including teaching associates and graduate assistants, Computer Activity personnel and management, supervisors, and first-level supervisors and confidential employees as defined in Act 195.

ARTICLE 2

DEFINITIONS

1. University: The Temple University of the Commonwealth System of Higher Education.

2. Temple: The Board of Trustees, President, Vice Presidents, Deans, and such other supervisors and managerial personnel as defined in The Public Employee Relations Act 195. It shall not include department Chairpersons or department heads in Paley Library.

3. Board of Trustees: The Board of Trustees of Temple University of the Commonwealth System of Higher Education.

4. President: The President of Temple University of the Commonwealth System of Higher Education.

5. College or School: The terms are interchangeable and refer to the Colleges and Schools now included in the AAUP bargaining unit, namely:

College of Liberal Arts
School of Business Administration
College of Education
College of Health, Physical Education,
Recreation and Dance
School of Social Administration
College of Allied Health Professions
School of Pharmacy
Tyler School of Art
College of Music
School of Communications and Theater
College of Engineering Technology

For purposes of this contract, the term college or school will also include two independent departments: Department of Criminal Justice and Department of Horticulture and Landscape Design.

6. Dean: The chief executive officer of each College or School of Temple University.

7. AAUP: The Temple University Chapter of the American Association of University Professors.

8. Members of the Bargaining Unit: Faculty, librarians, and academic professionals represented by the AAUP for purposes of collective bargaining.

9. Department Chairperson: A faculty member who is the functional head of an academic department.

10. Faculty: All full time employees of Temple University who hold faculty rank (such as, but not limited to, Instructor, Assistant Professor, Associate Professor, or Professor) in a school or college included in the bargaining unit.

11. Presidential Faculty: All faculty who are tenured or on a term appointment signed by the President.

12. Librarians: All professional librarians, including department heads, on the Paley Library budget and in other colleges and schools included in the bargaining unit.

13. Academic Professionals: Full-time employees whose work is necessary or adjunct to the teaching of students or to research functions of the University.

14. Gender: The masculine, feminine, and neuter gender as used in this Agreement import one another. The singular number shall import the plural whenever applicable.

ARTICLE 3

NO DISCRIMINATION

Neither Temple nor the AAUP shall discriminate against or in favor of any employee because of race, color, creed, marital status, national origin, political belief, political affiliation, sex, age, AAUP membership or non-membership. Neither party shall discriminate against the handicapped within the meaning of 45 CFR, Section 84, point 3 (J & K). The above citation shall refer to the 1979 Regulations.

ARTICLE 4

AFFIRMATIVE ACTION

Temple and the AAUP agree to cooperate in the implementation of the Affirmative Action Program.

ARTICLE 5

RIGHTS OF TEMPLE

A. All managerial and administrative rights and functions, except those which are abridged by this Agreement, are vested exclusively in Temple.

B. The enumeration of certain rights and privileges of faculty members in this contract shall not be construed to deny or diminish the existing rights, privileges, and responsibilities of faculty members to participate directly in the formulation and recommendation of educational policy within the University and its schools and colleges, as these rights, privileges, and responsibilities are described under the appropriate constitutions of the various parts of the University as approved by Temple.

ARTICLE 6

RIGHTS OF AAUP

A. The AAUP shall be entitled to the use of meeting rooms and other university facilities upon application to, and approval from the appropriate Temple authority on the same basis as granted to any group within Temple.

B. The AAUP shall have the right to post its official communications on approved bulletin boards in each Temple building, and the AAUP shall have the right to use at no cost the campus mail and mail boxes for distribution of its official communications.

C. Temple shall make available to the AAUP, upon reasonable notice, information and data concerning the wages, hours, and terms and conditions of employment of members of the bargaining unit including, but not limited to, the following:

1. Salary information for all members of the bargaining unit including name, annual salary, department, college, rank, date of promotion to present rank, date of first appointment, and mode of payment (fiscal 12, academic 10, academic 12). Such information shall be supplied at least annually on October 30 (based on the September payroll).

2. Fringe benefits information for members of the bargaining unit including the numbers of members participating in each fringe benefit and the total level of participation by members of the bargaining unit.

D. Temple shall reproduce and provide 3,000 copies of this Agreement to the AAUP within 60 days following ratification of the Agreement. The cost of such reproduction shall be borne equally by the parties.

E. The AAUP shall have the right to use the addressograph service at the established standard rate.

F. Temple shall list one AAUP telephone number in the University Telephone Directory.

G. Temple shall allow reasonable time for librarians and academic professionals for the processing of their grievances during normal working hours.

H. Participation in Association Activities: Since the American Association of University Professors has historically been a professional organization, participation in Association activities shall be credited as University service in the same manner that other professional service is credited.

I. Temple shall provide Paley Library with at least one copy of the detailed computerized version of the Temple budget (presently referred to as the B2 budget) as well as the overall final budget for each year and the breakdown of income for each year as soon as each is available.

J. Temple shall, whenever possible, inform the AAUP of all non-confidential policy statements and operational memoranda sent to Deans and Budgetary Heads concerning the implementation of the Temple-AAUP Agreement.

ARTICLE 7

DEDUCTION OF DUES

A. Deduction of Established Dues. Temple, subject to any applicable law, will deduct from the salary of any bargaining unit member who authorizes such deduction, the AAUP's established monthly dues as certified by the AAUP. Any such employee wishing to begin dues deduction shall submit a properly completed authorization card to Temple's Business Office.

B. A facsimile of the authorization card to be used for the deduction shall be as follows:

ARTICLE 8

GRIEVANCE PROCEDURE

A. The Temple and AAUP agree that they will use their best efforts to encourage the informal and prompt settlement of grievances. In the event a grievance may arise between Temple and the AAUP, involving the interpretation and application of this Agreement which cannot be settled informally, a grievance procedure is described below for the orderly resolution of such grievances. The AAUP shall be notified in advance and shall have the right to be present at meetings specified in all steps. The grievant shall have the right of AAUP representation, or may represent himself.

Step 1. Within twenty days after the grievance occurs or after the grievance should have been known, it shall be presented formally in writing to the Chairperson.* The Chairperson will discuss and answer the grievance in writing within five days after receiving the formal presentation.

Step 2. A dispute unresolved in Step 1 may then be presented in writing to the Dean* or his designee within five days of the grievant's receipt of the response or lack thereof in Step 1. The Dean or his designee will answer the grievant in writing within ten days after receiving the grievance.

Step 3. A grievance so presented in Step 3 shall be answered by Temple in writing within 20 days after its presentation.

*Or their counterparts for librarians and academic professionals.

To Temple University:

I, the undersigned, a member of the AAUP bargaining unit, authorize Temple to deduct:

Check one or both

AAUP local dues

AAUP national dues

from my salary and to remit the amounts so deducted to the AAUP.

This authorization will remain in full force and effect until revoked by me, in writing. A written notice of the revocation will be sent to the AAUP and Temple during the period of June 15 - June 30 of any year to become effective the following July 1.

Name _____

Dept. _____

Social Security # _____ Employee # _____

Signature _____ Date _____

C. Within 15 days after the close of any payroll period, Temple shall forward to the AAUP (1) the dues deducted in the last payroll period and (2) a list showing the names of bargaining unit members who authorized such deductions and the amounts deducted.

D. The AAUP shall defend, indemnify, and save harmless Temple, and its employees, from any and all liability, costs, and expenses (including attorney's fees) arising as a result of the proper deduction of AAUP dues.

B. Failure on the part of Temple to answer a grievance at any step within the specified time limits shall not be deemed acquiescence thereto and the grievant or the AAUP may proceed to the next step. If the failure to respond occurs at Step 3, the arbitration provisions of this Agreement may be utilized. Failure by the grievant to appeal to the next step within the specified time limit shall be deemed acceptance of the decision rendered at that step.

C. A grievance on behalf of Temple may be presented initially at Step 3 by notice in writing addressed to the AAUP at its offices.

D. All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays, legal holidays, and Temple declared holidays.

E. A grievance which affects a substantial number or class of employees may initially be presented at Step 2 or Step 3 by the AAUP. The grievance shall then be processed in accordance with the grievance procedure.

ARTICLE 9

ARBITRATION PROCEDURES

A. In the event a grievance is not satisfactorily resolved through the grievance procedures described in Article 8 of this Agreement or this Agreement otherwise provides that a matter may be referred to arbitration, and the AAUP wishes to proceed to arbitration, Temple and AAUP shall meet within ten days

after Temple's decision in Step 3 of the Grievance Procedure to attempt to select an arbitrator competent in matters peculiar to institutions of higher education and, if appropriate, to a particular discipline. Should the parties be unable to agree on an arbitrator within five days, the grievance may be referred to the American Arbitration Association for resolution by a single arbitrator in accordance with its Voluntary Rules of Labor Arbitration then in force.

B. The language used in this Agreement shall be binding upon the arbitrator.

C. The decision of the arbitrator shall be final and binding.

D. The costs of arbitration shall be borne equally by Temple and the AAUP. Such costs shall be limited to the arbitrator's fee and expenses and the charges of the American Arbitration Association.

ARTICLE 10

NO STRIKE/NO LOCKOUT

A. Neither the AAUP, nor any member of the bargaining unit, shall, during the term of this Agreement, instigate, engage in, support, encourage, or condone any strike, work stoppage, or other concerted refusal to perform work.

B. In the event that any member(s) of the bargaining unit engage in any activities prohibited above, the President (or in his absence another officer) of the AAUP shall,

upon request by Temple, immediately notify the involved member(s) of the inappropriate and unsanctioned nature of the activity and shall instruct them to cease the activity and to resume their regular duties. Upon request, the AAUP shall also notify Temple in writing that such activities by members have not been called or sanctioned by the AAUP. Temple reserves the right to take appropriate action (subject to the provisions of this Agreement) where activities in violation of this Article by the AAUP and/or members result in interference with any operation of the University.

C. Temple shall not lock out any members of the bargaining unit during the term of this Agreement.

ARTICLE 11

PROMOTION OF FACULTY

Procedures and criteria for promotion of faculty shall be those set forth in Appendix A of this Agreement.

ARTICLE 12

TENURE PROCEDURES

A. Tenure policies and practices shall be those set forth in the Tenure Statement approved by the Board of Trustees effective September 1, 1970 (Appendix B).

B. During the life of this Agreement, these policies and practices may be altered only

with the concurrence of the Board of Trustees and the Faculty Senate.

C. The policy of Temple is not to have quotas limiting the number of persons who can advance to the distinguished status of tenured faculty.

ARTICLE 13

TERMINATION OF SERVICE OF FACULTY

A. Termination of service of a tenured faculty member or of an appointment before the end of its specified term may be made only for retirement, adequate cause, or retrenchment.

B. Before sending notices of termination because of retrenchment, consultation on the proposed retrenchment shall take place with the Chairperson of any department or program affected and the Dean and college curriculum committee of any college affected. Also, the Educational Program and Policies Committee of the Faculty Senate shall be advised of the proposed retrenchments. Following the completion of that consultation process, there shall be a meeting with AAUP upon reasonable notice, not to exceed two weeks, to discuss the rationale for and implementation of such retrenchment.

If and when retrenchment notices are sent, concurrent copies of such notices shall be furnished to AAUP.

C. Retrenchment is one of the most serious steps an institution of higher learning takes.

Attempts will continue to be made to increase revenue by all feasible means.

Before terminating faculty members because of retrenchment, Temple will first utilize possible temporary alternative assignments and then make reasonable efforts to place the affected faculty members in other suitable positions. The released tenured faculty member's position will not be filled with a replacement within a period of three years unless the released faculty member has been offered, by inverse order of termination, re-employment in a tenured position (with at least his previous rank and salary) and at least one month within which to accept or decline. An untenured Presidential faculty member's position will not be filled for a period of two years without prior notification to the released faculty member that candidates for the position are being sought.

D. Written notice that employment is to be terminated because of retrenchment shall be given as follows:

1. For a faculty member holding a first one-year contract, at least three months,

2. For a faculty member holding a second one-year contract or a third one-year contract, at least six months,

3. For an untenured faculty member who has either:

a. completed three or more years of service at Temple, or

b. been issued a three-year contract at the time of first appointment to Temple, at least 12 months.

4. For tenured faculty, at least eighteen months.

5. In each case, Temple shall have the option of substituting equivalent severance salary.

E. The order of retrenchment for faculty within a department or program of instruction shall be:

1. Part-time faculty.

2. Non-tenured faculty, with individual decisions based upon such important factors as affirmative action goals, academic excellence, and years of service.

In cases 1 and 2, the faculty remaining shall have the requisite qualifications to perform the duties required.

3. Tenured faculty, provided that the faculty member with the least years of service to Temple University shall be released first.

a. In the event of identical years of service, the faculty member with the fewest years since achieving tenure shall be released first.

b. In the event of identical years since achieving tenure, the faculty member of lowest rank shall be released first.

c. A tenured faculty member can be retrenched in an order other than by seniority

only if Temple justifies (in writing) that he cannot perform work which is essential to the continuation of his department or program, while another tenured faculty member of lesser seniority (who would continue to be employed instead of the faculty member of greater seniority) can do this essential work.

Time spent on unpaid leave, not connected with the receipt of an educational or research/creative award, shall not accrue as years of service under 3, (a), (b), and (c). Furthermore, service to Temple prior to a break in employment due to the resignation or non-renewal of a faculty member shall not be counted as years of service under 3, (a), (b), and (c).

4. Any faculty member retrenched may utilize the grievance and arbitration provisions of this Agreement.

F. Dismissal of Tenured Faculty for Adequate Cause

1. Adequate cause means incompetence, grave misconduct, or neglect of duty.

2. The following procedures, which may be initiated by faculty, Department Chairpersons, Deans, the Vice President and Dean of Faculties, or the President, shall govern the dismissal of a tenured faculty member for adequate cause:

a. An attempt shall be made to resolve the matter informally through:

(1) personal conferences between the faculty member and appropriate administrative officers,

(2) an informal inquiry by the Personnel Committee of the Faculty Senate if the matter is not terminated by mutual consent or an adjustment does not result followed by,

(3) an informal report to the President regarding either an adjustment or whether, in its view, formal proceedings should be instituted.

b. Formal proceedings may commence at the direction of the President even if the recommendation of the Personnel Committee of the Faculty Senate is favorable to the faculty member.

Steps to be followed are:

(1) Formulation of a written statement of the grounds proposed for dismissal by the President and the Personnel Committee or, if there is a disagreement, by the President or his representative.

(2) The President shall inform the faculty member of the statement and also that, if he so requests, a hearing to determine whether he should be removed from his faculty position on the grounds stated will be conducted by the Faculty Senate Personnel Committee. Where a hearing is requested, a committee of five members shall be selected for that purpose by the Personnel Committee of the Faculty Senate. The committee shall elect its own chairperson.

(3) The faculty member shall be informed in writing by the committee chairperson of the time, place, and procedures for

the hearing and shall have reasonable time, in no event more than two months, to prepare his defense.

(4) The faculty member may be accompanied by another faculty member and/or by counsel at the hearing if he so chooses.

(5) No less than one week before the date set for the hearing, the faculty member shall reply, in writing, whether he wishes a hearing and, if so, should respond in writing to the statements in the President's letter.

(6) The faculty member shall be informed by Temple that failure to request a hearing shall indicate acceptance of his dismissal.

(7) A faculty member may be suspended immediately under extreme circumstances or if there is a threat of immediate harm to himself or others.

c. Proceedings of the Committee shall involve:

(1) consideration of the written formulated statement of grounds for dismissal and the faculty member's written response.

(2) testimony of witnesses, if appropriate, and examination of other pertinent evidence.

(3) the faculty member normally shall have the right, within reasonable limits established by the Committee, to question all witnesses who testify orally.

d. The Committee shall submit a written recommendation and reasons therefore to the President and to the faculty member. If the Committee recommends against dismissal, the President may (normally within one month) still dismiss the faculty member, but the faculty member may then seek to utilize the arbitration provisions of this Agreement.

G. Dismissal of Non-Tenured Faculty for Adequate Cause

1. Adequate cause means incompetence, grave misconduct, or neglect of duty.

2. An attempt shall first be made to resolve the matter informally through personal conferences between the faculty member and appropriate administrative officers.

3. If this fails to resolve the matter, the faculty member may be terminated by Temple, after consultation with the Department Chairperson.

4. A faculty member so dismissed may utilize the grievance and arbitration provisions of this Agreement.

H. Non-Renewal of Untenured Faculty Appointments

1. For full-time untenured Presidential faculty, written notice that employment is to be terminated shall be given as follows:

a. For a faculty member holding a first one-year contract expiring at the end of the Spring academic period, not later than

March 15; or if the one-year appointment terminates at another time, at least three months in advance of its termination.

b. For a faculty member holding a second or third one-year contract expiring at the end of the Spring academic period, not later than December 15; or if the second or third one-year appointment terminates at another time, at least six months in advance of its termination.

c. For a faculty member who either has completed three or more years of service at Temple or has been issued a three-year contract at the time of first appointment at Temple, at least twelve months in advance of the expiration of the appointment.

2. For full-time untenured faculty who are not Presidentially appointed, if the letter of appointment does not contain a termination date, a faculty member shall be given notice of non-renewal at least three months prior to the expiration of his contract.

3. Temple shall have the option of substituting equivalent severance pay for the period of advance notice. In making this determination, Temple will take into consideration the faculty member's expressed preference.

ARTICLE 14

DEPARTMENT CHAIRPERSONS

A. The AAUP and Temple recognize that the role of the Chairperson differs among academic

units across the University and, in some cases, among departments within the same collegial unit.

B. The timely initiation of the process for the appointment of a Department Chairperson shall be the responsibility of the Dean. The nomination procedures for selection of Chairpersons may vary from one department to another. The Presidentially appointed faculty members shall determine the procedure for each department after consultation with the Dean. The last instance of such consultation shall occur no more than 30 days before a nominee is to be designated.

C. Should the Dean find it necessary not to appoint the department's nominee, he shall ask for an alternate nominee. In the event the Dean again declines to appoint the department's nominee, the Dean shall immediately appoint an acting Chairperson, for a period not to exceed one year, and shall explain his action to the appropriate faculty body in his college.

D. Chairpersons are appointed for initial terms not to exceed five years even when an individual has been originally hired as a Department Chairperson. Beyond this, with due consideration of the value of change, they may be reconsidered for an additional term or terms not to exceed five years each under the procedures in sections A, B, and C above.

E. If the removal of the Department Chairperson is initiated by the Dean and it is approved by a majority of the Presidentially appointed faculty members of the department, it shall become effective immediately. If the

Presidentially appointed faculty members do not approve the removal, the Dean may, within 30 days thereafter, submit the matter to the Vice President and Dean of Faculties, who shall make a final decision after consultation with the Department Chairperson and the departmental faculty.

F. If the removal of the Department Chairperson is initiated by a majority of the Presidentially appointed faculty members of a department and the Dean concurs, it shall become effective immediately. If the Dean does not approve the removal, the matter shall be returned to the department for reconsideration. After the lapse of at least 30 days, if a majority of the Presidentially appointed faculty members of that department again vote for removal, the decision shall normally be final. If the Dean still does not approve the removal, the matter shall automatically be submitted to the Vice President and Dean of Faculties, who shall make a final decision, after consultation with the Department Chairperson and the departmental faculty. The Dean shall explain the matter to the appropriate faculty body in his college.

G. Under extreme circumstances, a Dean may suspend or remove a Department Chairperson immediately from his duties as Department Chairperson and appoint an acting Chairperson for a period not to exceed one year.

ARTICLE 15

APPOINTMENT, PROMOTION, AND TERMINATION OF SERVICE OF LIBRARIANS

A. Terms of Appointment

1. All full-time librarians within the bargaining unit shall be appointed for such terms of office as shall be provided in this statement of policy, subject to the provisions contained herein with respect to the termination of their appointments. The terms and conditions of every appointment shall be stated in writing and shall be in the possession of both Temple and the librarian before the appointment becomes effective.

2. Librarians shall be appointed initially for a term of one year and may be reappointed for two additional terms of one year and two years respectively to be followed by a regular appointment.

a. A Committee defined by the Academic Assembly of Librarians will advise the Director on decisions to grant or not to grant reappointment during the first and second years. The Director's decision shall be made at least 90 days prior to the expiration of any contract. The Director's decision during the first and second year is not subject to the grievance or arbitration provisions of this Agreement.

b. The probationary period shall consist of a series of terms amounting to four years.

(1) In the event that a librarian will not be granted a regular appointment, a termination of contract notice must be provided in writing at least six months prior to the expiration of his fourth year (with the appropriate fiscal year adjustment under A, 2b, sub [4]) of service or he shall be granted a one-year terminal contract for his fifth year of service.

(2) A librarian initially hired at the L1 rank must be promoted to the L2 rank within four years or he will receive a terminal one-year contract (or a six months notice of termination).

(3) Librarians currently employed with four or more years of full time service to the library, except those on a fifth year terminal contract, will be considered to have successfully completed the probationary period and shall be granted a regular appointment.

(4) For librarians hired in July, August, or September, their first one-year appointment shall terminate the following June 30. For librarians hired in October through June, their first one-year appointment shall terminate one year after the following June 30. For example, a librarian hired in October 1980 shall have a first one-year contract terminating June 30, 1982.

3. During the term of this Agreement, librarians who have completed the probationary period as of the date of signing this Agreement may be placed on an academic year contract by Temple (with appropriate compensation adjustments) with the approval of AAUP.

B. Standards for Promotion and Completion of the Probationary Period

1. Criteria for promotion and completion of the probationary period shall include:

a. effectiveness of performance as a librarian.

b. continuing professional growth as demonstrated by scholarly activities such as continuing education, participation in professional activities, and contributions to the profession.

c. effectiveness of service to the library and/or to the University.

More specific criteria for promotion to the various grade levels and for completion of the probationary period and the relative weighting of these criteria shall be established by the Academic Assembly of Librarians. Promotion to L4 is to be granted on the basis of exceptional achievement in the context of a major university library.

2. Librarians may always be considered for completion of the probationary period after shorter periods of service than those specified above. Under exceptional circumstances, librarians with significant experience in the institution from which they come may be granted a regular appointment upon initial employment.

C. Procedures

1. Consideration for promotion and/or completion of the probationary period may be

initiated at the appropriate time by any or all of the following:

- a. librarian's immediate supervisor,
- b. the appropriate Committee of the Academic Assembly,
- c. library administration,
- d. the librarian, or
- e. any other member of the academic community.

2. All evaluations for reappointment, promotion, and regular appointment shall be through the appropriate Committee of the Academic Assembly and the list of candidates shall be sent to the Director.

3. The Committee shall submit its recommendations, and reasons therefore, to the Director and inform the individuals involved.

4. The Director will inform in writing the individuals and the Committee of his decisions and the reasons for them within ten days after receiving the recommendations of the Committee.

5. The decisions of the Director, and all recommendations of the Committee, shall be forwarded immediately to the Vice President and Dean of Faculties or his designee for final resolution. The decision of the Vice President and Dean of Faculties or his designee must be given in writing within ten days to the individual, the Director, and the Committee of the Academic Assembly.

6. Librarians who have completed the probationary period shall maintain this status even if they have a physical or mental disability of up to six months' duration that prevents them from carrying out their responsibilities. With the appropriate medical certification, the librarian may return to his University responsibility with the status of having completed the probationary period. In addition, the librarian shall have recall rights to the same or an equivalent position, if available, for a further period of 12 months.

7. Time spent on official leave from the University will not be included in the calculations of the various time periods stated above unless the librarian requests in writing to the Director, and the Director approves, that such leave time be included in the timing of decisions on completion of the probationary period.

D. Right of Appeal for Not Granting Regular Appointment

A librarian not granted regular appointment during the third contract (two years) of the probationary period has the right to appeal the decision. Within two weeks after notification by the Vice President and Dean of Faculties, or his designee, of the decision not to grant regular appointment, the librarian must notify the Vice President and Dean of Faculties, or his designee, and the AAUP that he wishes to appeal the decision.

Temple and the AAUP will jointly within one week appoint an Appeals Committee of five members to review the decision. The members

2. Termination of service of a librarian who has completed the probationary period or an appointment before the end of its specified term may be made only for retirement, adequate cause, or retrenchment (i.e., financial exigency, discontinuation or reduction of a program or department).

3. Retrenchment of librarians within the Paley budget system or within another budget unit included in the AAUP bargaining unit shall be made according to the following order:

- a. part-time librarians,
- b. librarians on probationary appointment by inverse order of the date of hire within the library,
- c. librarians who have completed the probationary period by inverse order of date of hire within the library.

In each of the above cases it is recognized that the librarian possesses special skills, training, or education necessary for the continued operation of library programs and that librarians who have completed the probationary period may not be retrenched until after all part-time librarians and librarians on the probationary period are retrenched.

4. Temple shall make reasonable efforts to place retrenched librarians in other positions in the University.

5. Adequate cause means incompetence, grave misconduct, or neglect of duty.

6. A librarian who has completed the probationary period and who is terminated (except for retirement) or laid off shall be entitled to utilize the grievance and arbitration provisions of this Agreement.

G. Recall

1. Following a lay off due to retrenchment, any librarian laid off due to retrenchment shall be recalled in inverse order of lay off provided the librarian has the present ability to perform the work available. Laid off employees shall have recall rights for a period equal to their length of service but in no event for more than two years.

2. Upon receipt of such an offer in writing, a librarian shall have one month to decide whether to accept the offer.

H. Terminology

Throughout the contract, the term Director shall include both a reference to the Director of Paley Library and the Dean of any school or college in the AAUP bargaining unit which employs a librarian.

ARTICLE 16

APPOINTMENT, PROMOTION, AND TERMINATION OF SERVICE OF ACADEMIC PROFESSIONALS

A. Terms of Employment

1. Each full-time academic professional and the AAUP shall receive, at the time of

employment, a letter setting forth a brief general description of the academic professional's duties, his salary, and any employment conditions particular to the individual academic professional.

2. The probationary period shall be two years.

3. The academic professional or the AAUP may, within 30 days after receipt of the new or revised job description or salary, file a grievance if the academic professional or the AAUP asserts that:

a. the salary, which shall be communicated no later than 60 days after receipt of the new job description, does not bear a fair relationship to the new duties.

b. that the stated duties do not qualify the individual as an academic professional.

4. Any new or vacated position may be designated as a fiscal year or academic year position.

B. Procedure for Periodic Evaluation of Academic Professionals

When formal evaluations are made, the evaluating supervisor shall discuss the evaluation with the academic professional; it shall be signed by both individuals and placed in the academic professional's personnel file. This signing shall not be deemed to constitute approval by the academic professional. The academic professional is entitled to attach any written comment or refutation he deems appropriate to the evaluations.

C. Termination of Service by Temple

1. Any academic professional who is terminated, except for adequate cause or retirement, shall be entitled to written notice or equivalent salary as follows:

a. two weeks if employed less than six months;

b. four weeks if employed more than six months but less than one year;

c. two months if employed more than one year but less than two years;

d. four months if employed more than two years but less than four years;

e. six months if employed four years or more.

2. Academic professionals who have completed the probationary period shall be terminated only for retirement, adequate cause, or retrenchment (i.e., financial exigency or discontinuation or reduction of a department or program).

3. Termination of an academic professional during the probationary period shall not be subject to the grievance and arbitration provisions of this Agreement.

4. An academic professional who has completed the probationary period and who is terminated (except for retirement) or laid off shall be entitled to utilize the grievance and arbitration provisions of this Agreement.

5. Following a lay off due to retrenchment, any academic professional laid off due to retrenchment shall be recalled by department or program in inverse order of lay off provided the academic professional has the present ability to perform the work available. Laid off employees shall have recall rights for a period equal to their length of service but in no event for more than two years. Upon receipt of such an offer in writing, an academic professional shall have one month to decide whether to accept the offer.

6. Retrenchment within a department or program shall be applied in the following order:

- a. Part-time employees who are functioning as academic professionals,
- b. Academic professionals in the probationary period,
- c. Academic professionals who have completed the probationary period by inverse order of the date of hire within Temple provided that, in each case, the academic professionals remaining shall have the requisite qualifications or specialties to perform the work required.

7. Temple shall make reasonable efforts to place retrenched academic professionals in other positions in the University.

8. Adequate cause means incompetence, grave misconduct, or neglect of duty.

D. An academic professional is a full-time employee of the University whose work is nec-

essary or adjunct to the teaching of students or to research functions of the University. The work shall:

1.a. be predominantly intellectual and varied in character; and

b. require consistent exercise of discretion and judgment; and

c. require knowledge of an advanced nature customarily acquired by specialized study in an institution of higher learning or its equivalent; and

d. be of such character that the output or result accomplished cannot be standardized in relation to a given period of time; or

2. be original and creative in character in a recognized field of artistic endeavor and the result of which depends primarily on the invention, imagination, or talent of the employee.

Academic professionals include those positions in AAUP as of the date of the signing of this Agreement.

E. Within two months after the signing of this Agreement, AAUP and Temple shall each appoint up to three members of a Promotion Evaluation Committee, which shall study establishing promotion criteria and procedures for Academic Professionals. The Committee shall report its recommendations by no later than February 1, 1981 to AAUP and Temple, which may implement them by mutual agreement.

ARTICLE 17

WORK LOAD

A. Faculty

1. The assigned work load for full time faculty shall be reasonable and fair and shall usually consist of a combination of teaching, research and creative activities, and service to Temple University. The assigned work load of a faculty member is subject to approval by the Dean. The teaching work load for a full time faculty member engaged only in teaching and minimal service to Temple is 12 semester credit hours per semester.

2. The teaching work load shall be appropriately reduced by the Dean (in consultation with the Department Chairperson) for the following efforts: active involvement in research and/or publication or equivalent creative activity; advising of graduate theses or dissertations and/or independent study; combinations of 4 and 3 credit-hour courses or unusual contact-credit hour burdens; service to Temple University; unusually demanding courses; and the performance of administrative duties.

3. Temple may substitute the teaching of non-credit courses or workshops and participation in externally funded Temple projects for an equivalent of credit courses taught by the faculty member.

4. Temple may give a full time faculty member a temporary alternative assignment, i.e., a teaching assignment for other than his home department, or an administrative or

advising assignment. A temporary alternative assignment shall not affect the faculty member's membership, seniority, and tenure in his home department.

In making temporary alternative assignments, the following principles shall be applied:

a. The proposed assignment shall be discussed by the Dean or Department Chairperson with the faculty member a reasonable time in advance of beginning the assignment.

b. Every effort shall be made to maintain some portion of a faculty member's total work load in his home department.

c. Before new faculty are appointed in a department, faculty members of that department on temporary alternative assignment elsewhere shall first be offered the opportunity to reassume teaching assignments within the department.

d. In cases of disputes over temporary alternative assignments, the final decision within a college shall be made by the Dean, and for inter-college disputes, the final decision shall be made by the Vice President and Dean of Faculties, subject in each case to the terms and conditions in this Agreement.

5. With the approval of Temple, the faculty in a department or in a program or an individual faculty member may substitute the summer academic period for either a fall or spring period.

A year (September 1 - August 31) will be divided into three academic periods:

Fall: September 1 - December 31

Spring: January 1 - May 31

Summer: May 1 - August 31

B. Librarians and Academic Professionals

1. The average work week shall be 35 hours. The work load for librarians and academic professionals shall be fair, reasonable, and consistent with service and professional responsibilities to Temple.

2. Budget unit heads shall grant appropriate compensatory time off for hours scheduled and worked beyond the regular work week.

ARTICLE 18

FEDERAL WAGE CONTROLS

A. Temple and AAUP will prepare and submit to the Cost of Living Council (or other such agency which the federal government may set up) through the Internal Revenue Service (or other such agency which the federal government may set up) a mutually agreeable application for approval of the wage and/or salary benefits conferred under the terms of this Agreement. The parties agree to accept and abide by the Council's determination in the event the Cost of Living Council does not give approval to all of the terms and conditions of this Agreement.

B. In the event that the Cost of Living Council limits the amount of wage and/or

wage and/or salary benefits, the parties will meet to agree upon a payment schedule consistent with the spirit and intention of this Agreement.

C. In the event that the Cost of Living Council limits the amount of wage and/or salary benefits payable pursuant to this Agreement and gives the parties no discretion as to the time and/or manner of paying permissible wage and/or salary benefits, the parties will nevertheless meet to agree upon an allocation schedule to be effective for the term of this Agreement after the expiration of said government controls or for such longer period of this Agreement as may not be subject to said Cost of Living Council determination, with respect to amounts not permitted to be paid pursuant to said Cost of Living Council determination.

D. In the event that the Cost of Living Council guidelines are modified or terminated during the term of this Agreement, this Agreement shall be fully implemented in accordance with all of its terms as of the date of said modification or termination, subject to any restrictions that may be contained in any then-existent economic stabilization regulations.

E. In the event that the Cost of Living Council guidelines are modified or terminated during the term of the Agreement in such a manner as to permit retroactive payment of amounts which previously could not be paid under this Agreement, the parties will meet to agree upon a payment schedule with respect to such retroactive payment during the remaining term of this Agreement.

F. In no event shall the payment schedule determined under or because of clauses (B), (C), (D), or (E) above result in any salary level or benefit level greater than that originally agreed upon in this Agreement nor shall the total cost of this Agreement exceed the cost of the Agreement as originally negotiated.

ARTICLE 19

SALARIES

A. Across the Board Increases

1. Effective September 1, 1980, each continuing member of the bargaining unit, except fiscal year teaching faculty, shall each receive an increase in annual salary of 6.6 percent of his salary as of June 30, 1980.

2. Effective January 1, 1981, each continuing member of the bargaining unit shall receive an increase in annual salary of \$450.

3. Effective January 1, 1981, continuing librarians and academic professionals shall each receive an increase in salary of 2/3 of 1 percent of his salary as of June 30, 1980. The first six months of this increase shall be paid retroactively on June 30, 1981.

4. Effective June 30, 1981, continuing librarians and academic professionals shall each receive a lump sum check of 1/3 of 1 percent of his salary as of June 30, 1980. This bonus shall not become part of the base salary.

5. Effective July 1, 1981, the following across the board increases shall be granted to continuing faculty except fiscal year teaching faculty:

Professor	\$2,000.
Associate Professor	\$1,500.
Assistant Professor	\$1,150.
Instructor	\$ 920.

Continuing fiscal year teaching faculty shall each receive half the above increase.

6. Effective July 1, 1981, each continuing librarian and academic professional shall receive an increase in salary of 6 percent of his salary as of June 30, 1981.

7. Effective January 1, 1982, each continuing member of the bargaining unit except fiscal year teaching faculty shall receive an increase in annual salary of \$300. Continuing fiscal year teaching faculty shall receive an increase in salary of \$150.

8. Effective January 1, 1982, continuing librarians and academic professionals shall each receive an increase in salary of 2/3 of 1 percent of his salary as of June 30, 1981. The first six months of this increase shall be paid retroactively on June 30, 1982.

9. Effective June 30, 1982, continuing librarians and academic professionals shall each receive a lump sum check of 1/3 of 1 percent of his salary as of June 30, 1981. This bonus shall not become part of the base salary.

B. Salary Minima

The following salary minima will apply to all faculty effective July 1, 1980:

Instructors	\$12,000.
Assistant Professors	\$14,000.
Associate Professors	\$17,000.
Professors	\$21,000.

The following salary minima will apply to all librarians:

	<u>Effective</u> <u>July 1, 1980</u>	<u>Effective</u> <u>July 1, 1981</u>
Grade L1	\$11,500.	\$12,000.
Grade L2	13,500.	14,000.
Grade L3	15,500.	16,000.
Grade L4	17,500.	18,000.

The following salary minima will apply to all academic professionals:

	<u>Effective</u> <u>July 1, 1980</u>	<u>Effective</u> <u>November 1, 1980</u>
Grade L7	\$ 8,499.	\$ 9,009.
Grade L8	9,171.	9,721.
Grade L9	9,916.	10,511.
Grade L10	10,699.	11,341.
Grade L11	11,565.	12,259.
Grade L12	12,502.	13,252.
Grade L13	13,523.	14,334.
Grade L14	14,617.	15,494.
Grade L15	15,771.	16,717.
Grade L16	17,021.	18,042.
Grade L17	18,379.	19,482.

These annual minima will be applied after across the board increases are made.

C. Additional Increases for Promotion

Any member of the bargaining unit who is promoted in rank or grade level effective any July 1, shall receive a promotional increase, effective the following January 1, of 5 percent of his salary as of the preceding June 30.

In any year, the amount granted for promotion shall be reduced by the amount of the increase received the prior July 1 due to the application of salary minima.

D. Fiscal Year Teaching Faculty

1. Those faculty holding contracts covering 11 months of instruction or instruction related activities but excluding those faculty holding such contracts because of being Department Chairperson or other administrative responsibilities shall be called fiscal year teaching faculty and shall be eligible for salary increases as listed under Article 19.

2. Effective July 1, 1981, the June 30, 1981 fiscal year salary (11 months) shall become the base (9 months) salary for this class of faculty. Effective with the first summer session of 1981, this class of faculty shall become eligible to receive extra compensation for summer teaching/grants/and other duties.

3. Temple will meet individually with bargaining unit members whose contracts do not conform to the pattern described in Section D, 1. and 2. above to seek agreement upon terms

for the conversion of their salaries from a fiscal year to an academic year base. If agreement cannot be reached, Temple will make a conversion of their salaries consistent with the terms of this Agreement. These conversions will be reported to AAUP.

E. Miscellaneous

1. Compensation for Summer or Other Third Academic Period.

Summer or other third academic period teaching shall be paid at the rate of 3 percent of the preceding academic year salary for each semester hour taught, provided that this rate does not exceed a maximum rate of \$800. for each semester hour taught.

2. Compensation for Overload Teaching

Compensation for overload teaching by bargaining unit faculty during the academic year shall be as follows:

Instructor	\$300. per semester hour
Assistant Professor	350. per semester hour
Associate Professor	425. per semester hour
Professor	500. per semester hour

3. Increased Compensation

In the event that Temple wishes to pay any member of the bargaining unit in terms more

favorable than those set forth herein, it may do so provided that it makes a written request with a detailed rationale to the AAUP and the AAUP grants its written approval in regard thereto.

4. Matching Offers

When the departmental faculty, Chairperson, and Dean wish to retain a faculty member who has a bona fide offer (in writing) from another institution, Temple (with the approval of the departmental faculty and the Chairperson) may offer a competitive salary adjustment to attempt to retain the individual without the prior approval of the AAUP. In the event that a salary increase results, Temple shall inform the AAUP in writing within ten days of the decision.

F. Compensation of Department Chairpersons

1. A Department Chairperson shall be compensated for the extra duties of that office during the Fall and Spring Semester academic periods by a reduction from the base teaching work load or by an appropriate stipend in addition to the base salary, or by a combination of the two.

During the summer sessions, a Department Chairperson may be compensated for well defined specified duties by an appropriate stipend.

2. The reduction from the base teaching work load and the amount of stipend shall in all cases be proportionate to the scope and complexities of the duties of the Chairperson and shall not be tied to the rank and salary of the incumbent. The scope and complexity of the duties shall be determined from a matrix

of factors agreed to by Temple and AAUP. Reductions from the base teaching work load and the amount of stipend shall be recommended by the Dean and must be approved by the Vice President and Dean of Faculties.

3. There shall be available for this extra compensation a sum of money at least equal to the present total budget allocation for this category of compensation.

4. When department chairpersons receive such extra compensation, the AAUP will be informed of the extra compensation.

5. Salary increases across-the-board, merit, promotion, etc. for Chairpersons shall be based on the base salary only and shall not apply to the additional stipend.

6. Benefits for Chairpersons shall be based on the base salary only.

7. Reductions from the teaching work load and the amount of stipend are subject to reevaluation and change each September 1 depending on the planned scope and complexity of the succeeding year.

8. Aforementioned additional compensation shall cease when the faculty member's term as Department Chairperson ends.

9. Determination of the scope and complexity of the duties of each chair by the matrix of factors agreed to by Temple and AAUP shall be effective September 1, 1981 and shall apply to any Chairpersons reelected or named for the first time for the year 1981-1982 or thereafter.

10. Those faculty serving as Chairpersons or in other administrative roles for whom fiscal year salaries (11 months) have been set by adding a specified stipend to their established base salary (9 months) shall be eligible for salary increases to their established base salary in accord with the provisions of Article 19 for full time faculty on nine month contract.

The difference between the fiscal year salary of June 30, 1980 and the established base salary as of June 30, 1980 shall be considered the appropriate administrative stipend and shall be added to the new base salary in each year of this Agreement and until the faculty member's term as Chairperson or administrator ends. At that time, the stipend shall cease and the provisions of this Article (19) will apply to the compensation for the new Chairperson or for a renewed term of the incumbent.

ARTICLE 20

FACULTY MERIT AWARDS

A. All faculty members in the bargaining unit shall be eligible for consideration for merit awards. Merit awards shall be given only for the recognition of faculty members' outstanding performance in one of the four categories listed and defined below (B.3). Two-thirds of a faculty member's merit award shall become a part of the faculty member's base salary and one-third of the merit award shall be a single-payment bonus to the faculty member. The period considered for a merit award shall be one year (July 1 - June 30):

in the subsequent year, the bonus component of the merit award shall be paid in a lump sum on June 30; the part-of-base component commences on June 30 of the subsequent year, retroactive to January 1 of the subsequent year.

B. The Number, Pools, Amounts and Categories of Merit Awards

1. Temple shall annually make available for merit awards 900 merit-award units, each merit-award unit having a dollar value of \$300. in the first year of this Agreement and \$300. in the second year of this Agreement. Of the 900 merit-award units, two-thirds of the units shall be established as a faculty pool and shall be awarded under the authority of the faculty and according to the procedures given below (E.); and one-third of the units shall be established as Temple's pool and shall be awarded by Temple under the authority of the Vice President and Dean of Faculties.

2. The total number of merit-award units available in a given year shall be awarded in that year. However, no faculty member shall receive a total of more than four merit-award units and neither the faculty nor Temple may award a faculty member more than three merit-award units.

3. Merit awards may be given by either the faculty and/or Temple on the basis of outstanding performance in only one, but not necessarily the same one, of the following categories:

Category I: Outstanding teaching.

Category II: Outstanding research, scholarship, publication, or creative work.

Category III: Outstanding service to departments and programs, to Temple's colleges and schools, to the University, or to the profession or field.

Category IV: Outstanding special achievements; this Category shall include faculty members judged to have made unique or valuable contributions to Temple University at any level and to the community. Furthermore, awards may be made for achievements in more than one of the first three Categories, provided that the person's achievements when taken as a whole are clearly outstanding.

4. Temple shall make its determination of merit awards after the faculty has announced the results of its determination of merit awards.

C. Merit Verification Committee

The Merit Verification Committee shall be composed of six members, three faculty members appointed by AAUP and three members appointed by Temple. The Committee shall be chaired by the Vice President and Dean of Faculties or by his designee. The Merit Verification Committee shall annually calculate the number of merit-award units available to each college or school. It shall receive annually complete reports from the Vice President and Dean of Faculties and from each College Merit Committee and copies of all guidelines and criteria for merit awards from College and Department Merit Committees.

The Merit Verification Committee shall establish an annual calendar, recommend guidelines consistent with this Agreement, and prepare an

annual report on merit awards that shows how the awards were distributed, evaluates the effectiveness of the procedures, and lists all faculty members who received awards with the reasons for the awards.

D. The Determination of the Number of Merit-Award Units Available to the Colleges and Schools

The Merit Verification Committee shall annually determine, in the following manner, the number of merit-award units in the faculty pool available for the year to each college and school: The total number of merit-award units available in the faculty pool shall be distributed proportionately among the colleges and schools on the basis of the number of bargaining unit faculty members in each college and school.

E. Procedures for Awarding Merit-Award Units in the Faculty Pool to Bargaining Unit Faculty Members

1. No more than 50 percent of the bargaining unit faculty members in a department, college, or school shall receive merit awards from the faculty pool in a given year.

2. Each college or school shall annually determine by secret ballot of all bargaining unit faculty members in the college or school whether the decisions on who receives merit awards and the amounts are to be made at the department level or at the college (or school) level. For the purposes of this Article, the term department shall be understood to include those academic programs that have bargaining unit faculty holding appointments in the programs.

3. If a college or school elects to have decisions made at the department level, then the following procedures shall be followed:

a. Department Merit Committees. The bargaining unit faculty members in each department shall elect a Merit Committee of faculty members. The Department Merit Committee shall be chaired by the Department Chairperson who shall be a voting member of the Committee.

b. College Merit Committee. The bargaining unit faculty members in the college or school shall elect a College Merit Committee composed of at least six and no more than 12 bargaining unit faculty members. The Dean may be a voting member of the Committee but shall not be chairperson.

c. The College Merit Committee shall annually establish and distribute to the departments in the college a time schedule and general guidelines for judging outstanding performance in all four Categories. These guidelines and the schedules shall be fair and reasonable and shall apply to all departments. However, a Department Merit Committee, if it votes to do so, may amplify the general guidelines with specific criteria for judging outstanding performance in the four Categories. The Department Merit Committee shall distribute the general guidelines and its specific criteria, if any, to all faculty members in the department at least 30 days before the Department Merit Committee makes its decisions on merit awards. The College Merit Committee and the Department Merit Committees, in all deliberations, shall consider the four Categories as having equal importance.

d. The College Merit Committee shall review college and university records and provide each Department Merit Committee with an up-to-date list of the bargaining unit faculty members in the department. The College Merit Committee shall be responsible for reconciling any differences between college and department lists of faculty members; its decision shall be final. In addition, the College Merit Committee shall annually determine, in the following manner, the number of merit-award units available for the year to each department: The total number of merit-award units available to the college or school shall be distributed proportionately among the departments on the basis of the number of bargaining unit faculty members in each department.

The College Merit Committee shall inform each department of the number of merit-award units available to the department. If the Department Merit Committee disagrees with the College Committee's determination, the Department Chairperson may consult with the College Committee to reconcile any differences; after consultation, the College Committee's decision is final.

e. Any bargaining unit faculty member may nominate himself as a candidate for a merit award by notifying in writing the Department Merit Committee that he is a candidate for an award. The notification shall include a brief justification and shall indicate which Category the candidate is presenting for consideration. Furthermore, the Department Merit Committee shall review the records of all eligible faculty members in the department, including the Department Chairper-

son, and, from among those who have not nominated themselves, may select additional candidates for merit awards.

f. The Department Merit Committee shall review the records of all candidates for merit awards. Furthermore, in those cases in which a candidate's performance was largely outside the department, the Department Merit Committee, in cooperation with the candidate, shall solicit evidence of the quality of the candidate's performance.

g. The Department Merit Committee shall give merit awards to no more than 50 percent of the department's faculty members except that, in the first year of this contract, a department with an odd number of members may, as the Department Merit Committee decides, round off either by adding 0.5 to 50 percent of the department's faculty members or by subtracting 0.5 from 50 percent of its faculty members; thereafter in subsequent years of the contract, the department shall alternately add and subtract 0.5.

h. In accordance both with the general guidelines of the College Merit Committee and with the specific criteria, if any, of the Department Merit Committee, the Department Committee, following its review of records and evidence, shall determine, in the order as follows, the bargaining unit faculty members whom it recommends for merit awards:

Level I: All faculty members in the department who shall receive one merit-award unit and the Categories in which the faculty members earned the awards.

Level II: All faculty members in the department who shall receive two merit-award units and the Categories in which the faculty members earned the awards.

Level III: All faculty members in the department who shall receive three merit-award units and the Categories in which the faculty members earned the awards.

i. Each Department Merit Committee shall forward its recommendations to the College Merit Committee which shall review the recommendations to insure only that the department has not exceeded its allotted number of merit-award units and has not rewarded more than the permissible number of faculty members. If the Department Merit Committee has erred, it shall make the necessary adjustments to the satisfaction of the College Merit Committee. In any case, after the final review by the College Merit Committee, the Department Merit Committee shall distribute copies of its list of merit awards (names and amounts) to each of the department's faculty members. The distributed list represents a final decision and is binding on AAUP, on Temple, and on the faculty members involved and shall not be subject to the grievance and arbitration provisions of this Agreement.

However, faculty members who wish to contest the decisions may appeal, within five working days following the distribution of the list of merit awards, to the Dean in writing; the Dean shall consider their appeals as applications for merit awards from the Temple pool.

4. If a college or school elects to have decisions made at the college level, then the following procedures shall be followed:

a. College Merit Committee: The bargaining unit faculty members in the college or school shall elect by secret ballot a College Merit Committee composed of at least six and no more than 14 bargaining unit faculty members. The Dean may be a voting member of the Committee but shall not be chairperson.

b. Department Merit Nominations Committee: The bargaining unit faculty members in the department shall elect a Merit Nominations Committee of faculty members. The Department Merit Nominations Committee shall be chaired by the Department Chairperson who shall be a voting member of the Committee.

c. The College Merit Committee shall annually establish and, at least 30 days before it makes its decisions on merit awards, distribute to all bargaining unit faculty members in the college the time schedule, guidelines, criteria, and documents the College Merit Committee shall use for judging outstanding performance in all four Categories. The schedule, guidelines, and criteria shall be fair and reasonable and shall insure that the four Categories have equal importance.

d. The College Merit Committee shall review college and university records and provide each department with an up-to-date list of the bargaining unit faculty members in the department. The College Merit Committee shall reconcile any differences between college and department lists and its decision shall be final. In addition, the College Merit Committee shall annually determine, in the following manner, the number of merit-award units that are to be awarded in each department: The total number of merit-award

units available to the college or school shall be distributed proportionately among the departments on the basis of the number of bargaining unit faculty members in each department.

The College Merit Committee shall inform each department of the number of merit-award units that are to be awarded to the department's faculty members. If a department disagrees with the College Committee's determination, the Department Chairperson may consult with the College Committee to reconcile any differences; after consultation, the College Committee's decision is final.

e. Any bargaining unit faculty member may nominate himself as a candidate for a merit award by notifying in writing the Department Merit Nominations Committee that he is a candidate for an award. The notification shall include a brief justification and shall indicate which Category the candidate is presenting for consideration. Furthermore, the Department Merit Nominations Committee shall review the records of all eligible faculty members in the department, including the Department Chairperson, and, from among those who have not nominated themselves, may nominate additional candidates for merit awards.

f. Each Department Merit Nominations Committee shall compile a list of all its nominees, specifying the Category for each nominee. The Committee shall distribute the list to all faculty members in the department; it shall provide each nominee a list of the documents in support of the nominee's candidacy that the Committee intends to forward to the College Merit Committee; and, upon a can-

didate's request, it shall include additional documents. Furthermore, in those cases in which a candidate's performance was largely outside the department, the Committee, in cooperation with the candidate, shall solicit evidence of the quality of the candidate's performance. The Committee shall then forward its list of nominees and all supporting evidence and documentation to the College Merit Committee.

g. The College Merit Committee shall determine the faculty members in the college who shall receive merit awards. The College Committee shall give awards to no more than 50 percent of a department's faculty members except that, in the first year of this contract, a department with an odd number of members may, as the department decides, round off either by adding 0.5 to 50 percent of the department's faculty members or by subtracting 0.5 from 50 per cent of its faculty members; thereafter in subsequent years of the contract, the department shall alternately add and subtract 0.5.

h. The College Merit Committee shall review the records, documents, and evidence it has received for each nominee. If the Committee deems it necessary, the Committee may solicit additional information on any nominee, provided it informs the nominee beforehand that such information has been solicited. In accordance with its guidelines and criteria, the College Merit Committee shall determine in the order that follows the bargaining unit faculty members whom it recommends for merit awards:

ARTICLE 21

FRINGE BENEFITS

Level I: All faculty members who shall receive one merit-award unit and the Categories in which the faculty members earned the awards.

Level II: All faculty members who shall receive two merit-award units and the Categories in which the faculty members earned the awards.

Level III: All faculty members who shall receive three merit-award units and the Categories in which the faculty members earned the awards.

i. Each College Merit Committee shall forward its recommendations to the departments and shall distribute copies of its list of merit awards (names and amounts) to all bargaining unit faculty members. The distributed list represents a final decision and is binding on AAUP, Temple, and on the faculty members involved and shall not be subject to the grievance and arbitration provisions of this Agreement.

However, faculty members who wish to contest the decisions may appeal, within five working days following the distribution of the list of merit awards, to the Dean in writing; the Dean shall consider their appeals as applications for merit awards from the Temple pool. The decision of the Vice President and Dean of Faculties on the distribution of Temple's merit pool shall be final and binding on AAUP, on Temple, and on the faculty members involved and shall not be subject to the grievance and arbitration provisions of this Agreement.

A. All fringe benefits (except as herein modified, amended, or cancelled) in existence on the date of the signing of this Agreement shall be continued during the term of this Agreement.

B. Blue Cross/Blue Shield Benefits

Each bargaining unit member and his eligible dependents shall continue to receive full Blue Cross/Blue Shield Plan C coverage from Temple on a non-contributory basis.

Each bargaining unit member shall have the option of membership in qualified health maintenance organizations in accordance with statutory provisions. Temple shall contribute an amount identical to its contribution to Blue Cross/Blue Shield for that individual and his eligible dependents.

C. Major Medical Insurance

For all bargaining unit members and their dependents, the present major medical insurance plan will come into force as soon as the basic deductible portion has been satisfied. The maximum lifetime benefit will continue to be \$250,000.

D. Dental Benefits

Temple shall continue to provide for each member of the bargaining unit and his eligible dependents non-contributory dental benefits

under the dental services plan presently in effect.

E. Sick Leave Policy

1. For faculty the following sick leave provisions shall apply: Temple shall pay full salary for the first two months and at least half salary for the next four months of sick leave. During this period, all fringe benefits shall be continued in the normal manner.

2. Librarians shall be entitled to up to three months (66 days) sick leave at full salary in any fiscal year.

3. Academic Professionals

a. An academic professional who has completed his first 90 days of employment is eligible for one day of sick leave earned at the rate of the said day for each full month of continuous service retroactive to his date of hire but not to exceed a total of ten days for any one year. As of July 1 of each year, employees with at least one year of service shall be credited with ten days of sick leave.

b. Unused sick leave may be accumulated up to a maximum of one hundred forty days.

c. During the sick leave period, all fringe benefits shall be continued in the normal manner.

4. Any member of the bargaining unit on sick leave shall not lose his eligibility for long term disability even if the six-month

waiting period extends beyond the termination of his employment contract.

5. During the waiting period for long term disability, Temple shall continue to fund all of the bargaining unit member's fringe benefits, except pension, for those no longer receiving salary.

6. In the event of catastrophic illness, any bargaining unit member may request an extension of his sick leave benefits by applying to the University Fringe Benefits Committee.

7. In extenuating circumstances, a bargaining unit member may request that sick leave not accrue toward tenure or the completion of the probationary period. The granting or refusal of such request by Temple will be limited to a maximum of six months and may occur only once during the pre-tenure or probationary period. (The granting of such request shall not be unreasonably withheld.) An extension of this instant leave may be requested in the same manner.

F. Maternity Leave

For all bargaining unit members compensation for maternity leave shall be treated the same as for any other temporary disability.

G. Long Term Disability

Long term disability insurance may be purchased by a bargaining unit member to cover 60 percent of the first \$2,000. of his monthly salary and 40 percent of his monthly salary in excess of \$2,000., after six months of contin-

uous disability. In no case shall the maximum monthly payment be more than \$2,000. per month. Effective January 1, 1981, any bargaining unit member electing coverage shall contribute \$5.00 per year per thousand dollars of base salary for this coverage while Temple shall contribute the remainder.

H. Life Insurance

1. Each member of the bargaining unit shall receive \$10,000. of non-contributory insurance.

2. No later than January 1, 1981, eligible members of the bargaining unit shall be given the opportunity to purchase additional term life insurance at the prevailing rate equal to 1½ times, 2 times, or 3 times his current salary up to a maximum of \$300,000 (in addition to the non-contributory insurance). Such coverage shall be rounded up to the next thousand dollars. The amount of additional insurance coverage shall be increased automatically to take base salary increments into account on the effective date of such increments. After initial enrollment at the time of employment, any request for an increase in coverage must be submitted for approval to the insurance carrier with proof of medical evidence of insurability.

Employees not currently enrolled for 1½ or 2 times are subject to insurability provisions.

I. Pension

1. Each bargaining unit member shall be eligible upon initial hire or during any June (effective July 1) or any December (effective January 1) to participate in a TIAA/CREF

Retirement Plan. Effective January 1, 1981, Temple shall contribute 8.0 percent of the bargaining unit member's base salary and the bargaining unit member shall contribute 4.5 percent of his base salary below the maximum for social security taxes into his individually vested retirement account in TIAA/CREF. Effective January 1, 1982, Temple shall contribute 8.5 percent of the bargaining unit member's base salary and the bargaining unit member shall contribute 4.50 percent of his base salary below the maximum for social security taxes into his individually vested retirement account in TIAA/CREF. In each case, Temple shall continue to contribute 13 percent and the bargaining unit member shall contribute 5 percent of his base salary above the maximum for social security taxes into his individually vested retirement account in TIAA/CREF.

2. Temple shall make the payments each month to each bargaining unit member's individually vested retirement account in TIAA/CREF.

J. Early Retirement

1. Any bargaining unit member who has had at least ten years of service at Temple and has reached at least age 55 can elect to go on early retirement at the age of 62 or later. The bargaining unit member must notify Temple in writing that he desires to retire early. Upon delivery of the written request, the bargaining unit member may elect to accelerate both his contribution (if any) and Temple's contribution in order that at the elected time of retirement, there will be additional contributions to his pension fund.

For example, if the election was made at age 55 that the employee wished to retire at age 62, the following alternatives are available:

- At age 55 - 12 years paid in 7; each annual contribution increased to 12/7 of stated rates.
- At age 56 - 11 years paid in 6; each annual contribution increased to 11/6 of stated rates.
- At age 57 - 10 years paid in 5; each annual contribution increased to 10/5 of stated rates.
- At age 58 - 9 years paid in 4; each annual contribution increased to 9/4 of stated rates.
- At age 59 - 8 years paid in 3; each annual contribution increased to 8/3 of stated rates.
- At age 60 - 7 years paid in 2; each annual contribution increased to 7/2 of stated rates.
- At age 61 - 6 years paid in 1; each annual contribution increased to 6/1 of stated rates.

Any bargaining unit member who chooses an early retirement date may, upon proper notice of at least one year in advance of retirement, change his retirement date and elect an alternative one.

2. Any bargaining unit member choosing early retirement shall receive, from the date

of retirement until age 67, the medical fringe benefits comparable to those to which he would be entitled as a current full-time member of the bargaining unit, and term life insurance benefits, both non-contributing and contributing, at the level in existence at the time of early retirement.

3. After January 1, 1981, any bargaining unit member who chooses an early retirement date and enrolls in the program may, upon proper notice of at least one year in advance of retirement, change his retirement date and elect an alternative one. If the alternative date is later than the initial retirement date, a penalty shall be levied for each month's extension equal to the monthly interest on the total of the accelerated Temple contributions paid to the date of the notice to change. Interest shall be calculated monthly at the rate of the first-of-the-month prime rate of Temple's principal bank.

For those who have enrolled in the early retirement program prior to January 1, 1981, no interest penalty shall be levied.

K. Liability Protection

Temple shall maintain coverage to insure bargaining unit members against liability claims or suits (including coverage against libel and slander claims) in connection with their responsibilities to Temple or at Temple. All such liability coverage shall be in an amount no less than \$1,000,000 per incident.

L. Tuition

Upon successful completion of courses covered by the University policy, bargaining unit members will be reimbursed for the one-half tuition paid, up to six credits per semester.

M. Leave of Absence

If a member of the bargaining unit applies for a leave of absence, Temple, after careful and due consideration, will grant or deny said request. If the leave of absence is granted, the employee shall have the option of continuing his fringe benefits during the leave of absence at his own expense.

N. Vision Care for Academic Professionals

Effective July 1, 1981, academic professionals with at least 90 days service and their legally dependent spouses and children shall be enrolled in the Temple Vision Care Program.

O. Vacation Policy for Academic Professionals

Full-time employees shall be eligible for vacations with pay each year in accordance with the following schedule:

<u>Length of full-time service as of July 1</u>	<u>Vacation</u>
Less than one year but at least six months	One day for each month of service up to a maximum of ten days

One year	Two weeks
Three and one-half years	Three weeks
Twelve and one-half years	Four weeks

Any academic professional who is presently receiving more generous vacation benefits shall continue to receive them.

ARTICLE 22

UNIVERSITY SUPPORTED RESEARCH

A. STUDY LEAVES

Effective July 1, 1981:

1. Study Leaves shall be granted to each college annually at the rate of one per 25 tenured faculty or fraction thereof in that college.

2. No fewer than 15 Study Leaves shall be assigned annually to a central pool. Of these, at least five Study Leaves shall be used for faculty on leave for a full year. These Study Leaves shall be assigned by the Vice President and Dean of Faculties after consultation with the Faculty Senate Study Leave Committee.

3. The faculty in consultation with the Dean of each college shall determine the method of utilization of the Study Leaves assigned to that college.

4. Study Leaves distributed to any college which does not utilize them shall either be transferred by the Vice President and Dean of Faculties to the central pool or be retained until the following year within the college to which assigned.

5. One half of the replacement costs for Study Leaves utilized by a college shall be absorbed by that college.

6. A faculty member on leave for a full year shall receive half salary up to a maximum of \$18,000. per Study Leave.

7. A faculty member on leave for $\frac{1}{2}$ year shall receive full salary up to a maximum of \$15,000. per Study Leave.

B. Summer Research Awards

1. There shall be 35 faculty awards annually.

2. Each award shall carry a \$2,500 compensation.

3. The selection process shall remain unchanged.

C. Research Bonus Fund

1. There shall be a Research Bonus Fund with funds allocated to the Fund according to colleges/schools or other budget units whose personnel are covered by this Agreement. Funds shall be allocated in proportion to the additional indirect cost recovery from externally funded research, training, or other grants collected during 1980-81 compared to

1979-80. For 1980-81, the proportion shall be 10 percent of the additional indirect cost recovery by college, school, or other budget unit as indicated by the final audited financial statements of the University for 1979-80 and 1980-81.

2. Monies from the Fund shall be made available to the colleges/schools or other budget units on June 30, 1981 for distribution during 1981-82 at the discretion of the Dean or budget unit head (in consultation with the bargaining unit members involved) to meet either or both of the following objectives:

a. recognize through a merit bonus those faculty or other classes of personnel covered by this Agreement who have made outstanding contributions to the obtaining or prosecution of externally funded research, training, or other grants earning indirect cost recovery.

b. enhance the obtaining and/or prosecution of externally funded research, training, and/or other grants earning indirect cost recovery through the purchase of essential equipment, payment of travel costs related to obtaining grants, payment of travel costs related to delivering papers, payments of publication page charges, and other appropriate but unfunded costs related to increasing externally funded grants. The use of the Research Bonus Fund for retaining and/or paying support personnel is not allowed.

Additional guidelines, consistent with this Agreement, for the distribution of these funds shall be established by the Vice President and Dean of Faculties.

3. A similar research bonus fund shall be established on an annual basis in future years unless modified by future AAUP-Temple Agreements.

ARTICLE 23

PERSONNEL FILES

A. Temple shall maintain one official personnel file for each of its bargaining unit members.

B. The personnel file shall include but not be limited to:

1. personal data similar to that on the University Employee Data Form. Records related to employment status, benefits, and payroll will be maintained by Temple as needed;

2. documentation of the existence and availability of information related to the employee's academic and professional accomplishments submitted by the individual and placed in the file with the approval of the Dean or appropriate administrator. Such approval shall not be unreasonably withheld;

3. records generated by Temple relevant to employment history and personnel decisions affecting the individual's compensation and/or employment status;

4. memoranda of discussions, if they exist, between the employee and his Department Chairperson or supervisor relating to evaluations of the employee's professional performance signed by both;

5. observation reports of the employee's professional performance signed by the observer and the employee;

6. written material concerning appointment, reappointment, promotion, tenure, completion of the probationary period, and merit increases.

C. Anonymous material and material irrelevant to the professional progress of the individual and material known to be false shall not be included.

D. Material deemed to be derogatory toward an individual's professional conduct, service, or character shall not be placed in the personnel file without being shown to the individual involved.

E. Within five days of receipt of written request to the responsible individual, the employee shall have access to the file with the exclusion of pre-employment material. Such access shall be only in the presence of someone in authority in the office but the employee may invite one other bargaining unit member to accompany him. The text of peer evaluations will be available to the employee, minus identification of the individual who wrote the evaluation.

F. If a bargaining unit member alleges that some of the contents in his file are false, he may place a brief statement to that effect in the personnel file.

G. The file shall, upon request, be open to duly authorized personnel who are charged with responsibility in the areas of evaluation,

promotion, tenure, probation, reappointment, or the processing of grievances.

H. In the event that a file is subpoenaed in accordance with the law, notice shall be sent to the bargaining unit member before examination of the file takes place.

ARTICLE 24

SAFETY AND HEALTH

Temple agrees to continue to make reasonable provisions for the safety and health of bargaining unit members in pursuit of their University recognized professional responsibilities.

ARTICLE 25

MAINTENANCE OF STANDARDS

All fringe benefits or contractual salary benefits (except as herein modified, amended, or cancelled) in existence on the date of the signing of this Agreement shall be continued.

The current methodology with respect to Grants in Aid of Research shall not be altered during the term of this Agreement without the approval of the Faculty Senate, AAUP, and Temple.

The current practices with respect to University patent policy shall not be altered during the term of this Agreement without the approval of both the Faculty Senate and Temple.

Any change in the definition of the academic year and fiscal year which affects members of the bargaining unit must be preceded by discussion with, and have the approval of, AAUP.

ARTICLE 26

MEET AND DISCUSS CONFERENCE

Representatives of Temple and representatives of the AAUP shall confer at least once each semester to consider problems concerning this Agreement and other matters of mutual concern. The parties shall agree upon a date for such conference which shall be mutually convenient and each party shall, within at least ten days of such date, submit to the other party a list of topics to be included on the agenda of the conference. Memoranda of Agreement may be signed at these conferences to interpret, implement, or make minor modifications in this Agreement.

ARTICLE 27

AGREEMENT CONSTRUCTION

The Article or paragraph titles throughout this Agreement are merely editorial identifications of their related text and do not limit or control that text.

ARTICLE 28

SAVINGS CLAUSE

A. It is understood and agreed that all agreements herein are subject to all applicable laws now or hereafter in effect; and to the lawful regulations, rulings and orders of regulatory commissions or agencies having jurisdiction. If any provision of this Agreement is in contravention of the laws or regulations of the United States or of the Commonwealth of Pennsylvania, such provision shall be superseded by the appropriate provision of such law, or regulation, so long as same is in force and effect; but all other provisions of this Agreement shall continue in full force and effect.

B. If, at anytime thereafter, a provision once declared invalid shall be valid, then the provision as originally embodied in this Agreement shall be restored in full force and effect.

ARTICLE 29

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 1980 and shall continue in full force and effect up to and including June 30, 1982. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing at least 90 days prior to the expiration of this Agreement.

IN WITNESS WHEREOF, the parties hereto set their hands:

TEMPLE UNIVERSITY

Marvin Wachman
President

John L. Rumpf
Vice President
and Dean of
Faculties

James D. Logan
Vice President
for Financial
Affairs &
Treasurer

Bernard Watson
Vice President
for Academic
Administration

George Huganir

Robert Smith

C. Robert Harrington
Chief Negotiator

George Ingram

Rita J. Wolotkiewicz

TEMPLE UNIVERSITY
CHAPTER OF THE
AMERICAN ASSOCIATION
OF UNIVERSITY
PROFESSORS

William F. Sharp
President

Leroy W. Dubeck
Chief Negotiator
Treasurer

John B. Roberts
Vice President

Elaine C. Clever
Secretary

Walter Ebanks

George W. Harrington

Theodore Korneff

Marthe LaVallee-Williams

Robert F. Marler, Jr.

Toby A. Olshin

Stephen H. Paul

Terry W. Sendrow

Judith Stoyke

Ralph L. Towne, Jr.

Conrad Weiler

Samuel M. Wilson

William L. Yancey

Morton Zivan

I. Bases for Promotion

Promotion is based on excellence in teaching, in scholarship and creative work; and in various administrative, professional or academic services. A candidate for promotion should excel in at least one of these bases and be satisfactory in others. Personal and professional integrity are, of course, presumed. Promotion to any rank is a recognition of past achievement and a sign of confidence that the man or woman is capable of greater responsibilities and accomplishments. The ultimate purpose of all promotions is to build the best possible faculty for the University.

1. Teaching

a. Effective teaching has many manifestations. It comprehends classroom instruction and a broad range of faculty-student relationships. The following are among the traits valued in the teacher: command of subject, familiarity with advances in his field, ability to organize material and to present it with force and logic, capacity to awaken in students an awareness of the relation of his subject to other fields of knowledge, grasp of general objectives, ability to vitalize learning, ability to arouse curiosity toward further and more independent learning, ability to stimulate advanced students to highly creative work, maintaining a sufficiently high standard of achievement, and fairness and judgment in grading. The teacher's personal attributes such as social graciousness and sense of humor are also important.

The extent and skill of the faculty member's participation in the general guidance and advising of students and his contribution to student welfare are of importance in the appraisal of the teacher's value to the University.

2. Scholarship and Creative Work

a. Research and Publication. In most of the fields represented in the program of the University's, publications in media of quality are expected as evidence of scholarly interest. Quality of production is more important than quantity. Each of the following is valued according to its quality and significance: scholarly books, textbooks, reviews, reports, articles in scholarly and professional journals, and participation in projects of scholarly interest.

b. Works of Art. In certain fields such as art, music and literature, distinguished creation receives consideration equivalent to distinction attained in research. Public recognition as reflected in professional awards; the assignment of unusual tasks and commissions; the acceptance of the faculty member's work in permanent collections or its publication in leading professional journals; invitations to participate in significant exhibits; and any other public honor on the local, national, or international scene are valued.

c. Professional Recognition. Demonstrated professional distinction is recognized as a criterion for promotion. In certain areas as music, drama and speech, distinguished performance is considered. The faculty

member's record is scrutinized for evidence of achievement, leadership, and the development of new ideas.

3. Services Within and Outside the University

Since the faculty plays an important role in the formulation of University policies and in the administration of the University, recognition is given to faculty members who prove themselves to be able administrators and who participate effectively and imaginatively in faculty government and the formulation of departmental, college and University policies. Services by members of the faculty to the community, the state and the nation are likewise valued. Services leading to the advancement of a profession, as for example, participation in professional organizations and editorial work on professional publications, are also considered worthy of recognition.

II. Criteria for Promotion to the Various Ranks

Promotion to assistant professor usually is based on the faculty member's having attained his doctor's degree or having done equivalent advanced or creative work, having had successful experience as a teacher and having shown intellectual and scholarly promise.

Promotion to associate professor is based on (a) possession of the doctor's degree or equivalent professional experience in areas where the doctor's degree is not normally expected, (b) the candidate's continued growth as a teacher and scholar and (c) his successful as-

sumption of departmental and University responsibilities. Frequently, a major consideration is the faculty member's capacity for advanced and graduate teaching that has developed from his own significant contributions to knowledge and his promise of continuing independent research. Promotion to this rank for other reasons rests upon proven abilities and exceptional accomplishments.

Promotion to professor is based on scholarly and professional achievement beyond that required for the associate professorship. In scholarship, the candidate should have achieved professional recognition in his field. In academic, administrative and professional services, he should have contributed markedly to the advancement of the University.

III. Procedure for Promotions

Recommendations for promotion in rank normally originate with the chairman (or director) after consultation with those of the highest rank in the department or with the appropriate faculty vehicle of the department. The chairman will request those believed to be worthy of consideration to submit a full and complete record of accomplishment to date, together with such evaluation of the significance of these accomplishments as the candidate may wish to make. This, along with the judgment of those of the highest rank, will guide, but not determine, the chairman's recommendation to the Dean. In making his recommendations, the chairman shall indicate the degree of concurrence on the part of those consulted and list their names. In turn, the Dean will in each case request those who have been consulted to file a confidential evaluation form on

the nominee. After receiving and reviewing these evaluations, the Dean will submit them, accompanied by his recommendations, to the Committee of Deans, which serves as the coordinating body for the University. The Committee of Deans makes final recommendations to the President.

A dean may himself originate motions for advancement. An individual faculty member may, if he feels that his case is being overlooked, submit his credentials directly to the Dean, and any member of the highest rank in the department may also make nominations directly to the Dean. In all such cases, the Dean will request the usual departmental evaluations as well as judgments from other suitable persons, before making his recommendations to the Committee of Deans.

Any faculty member who believes that his procedural rights under this system have been denied may present his complaint to the Personnel Committee of the Faculty Senate.

All those who have been formally considered will be informed by the Dean whether they have been promoted or not.

¹Temple University Faculty Handbook.
(September, 1973), pp. 17-20.

APPENDIX B

APPOINTMENT AND TENURE

I. Term of Appointment

All full-time members of the faculty with the rank of Professor, Associate Professor, Assistant Professor and Instructor shall be appointed for such terms of office as shall be provided in this statement of policy, subject to the provisions contained herein with respect to the termination of their appointments. All such appointments shall be made by the President of the University who will normally be guided by the recommendations of the appropriate faculty bodies, with the approval of the Board of Trustees, or such other manner as shall be set forth in the by-laws of the University. The precise terms and conditions of every appointment shall be stated in writing and shall be in the possession of both the University and the faculty member before the appointment becomes effective.

II. Tenure Standards

A. With due consideration for accepted standards of academic freedom, and in light of the long term structural academic needs of the departments, a decision to grant tenure shall be based on the judgment that an individual meets the accepted standards for (1) teaching; (2) scholarship, research or creative work; and (3) service within and outside the University appropriate to his rank.

Faculty members who show evidence of outstanding performance with respect to two of the above standards may be considered for tenure.

B. Contributions to the general evaluation processes regarding tenure shall involve the administration, faculty and students, with the understanding that faculty status and related matters are a primary faculty responsibility.

C. Tenure standards, considerations regarding tenure eligibility and procedures for granting of tenure are matters of importance in their own right and can be considered apart from provisions regarding promotion.

D. The length of service required for eligibility for tenure shall vary to accommodate both the mature professor who already has established himself and the younger person at the beginning of his academic career.

E. All matters related to tenure shall be applicable to the entire University in a manner which preserves the autonomy of the individual college or school in administering them, providing other provisions of this section are duly observed.

III. Tenure Eligibility

A. Professors shall be appointed initially for a term of three years, to be followed either by the granting of tenure as herein-after stated or by the termination of contract provided, however, that the individual has been given in writing at least one year's notification of the intention to terminate. A decision on tenure may, by mutual consent in writing, arrived at prior to the end of the second year, be delayed until the third year; and, in the event of a negative decision in such a case, a terminal contract for a fourth year will be granted.

Professors who hold tenure in the institution from which they come shall be considered for tenure after one full year of service; and, under exceptional circumstances, such persons may be granted rights of tenure upon initial appointment.

B. Associate Professors shall be appointed initially for a term of three years, to be followed either by the granting of tenure as hereinafter stated or by the termination of contract provided, however, that the individual has been given in writing at least one year's notification of the intention to terminate. A decision on tenure may, by mutual consent in writing, arrived at prior to the end of the second year, be delayed until the third year; and, in the event of a negative decision in such a case, a contract for a fourth and terminal year will be granted.

C. Assistant Professors and Instructors without previous full-time teaching service at a recognized college or university shall be appointed initially for a term of one year and may be reappointed for two additional terms of one year each and then a term or terms not to exceed three years. A series of terms amounting to six years will be followed by either: (1) a termination of contract, provided at least one year's notice of termination has been given in writing; (2) a one-year terminal contract for the seventh year; or (3) tenure as hereinafter stated.

D. Assistant Professors and Instructors with a total previous full-time teaching service of three or more years at other recognized colleges and universities, shall be appointed initially for a term of one year and

may be reappointed for three additional terms of one year each. A series of terms amounting to three years will be followed by either: (1) a termination of contract, provided at least one year's notice of termination has been given in writing; (2) a one-year terminal contract; or (3) tenure as hereinafter stated.

E. Except when on terminal contract, and except where a decision on tenure is delayed until the third year as provided in paragraphs A and B of this Section, Professors and Associate Professors who have held office in the University for three or more years; Assistant Professors and Instructors who have held office in the University for six or more years; or Assistant Professors and Instructors provided for in paragraph D immediately above, who have held office in the University for three or more years, shall have tenure for life, or until retirement under a general retirement plan, or for mental or physical disability, or until the termination of their services in accordance with the provisions hereinafter stated.

F. All full-time faculty members shall be eligible for consideration for tenure. Excluded, in addition to part-time personnel, are all individuals serving on an agreed upon limited period of service such as visiting faculty or faculty serving limited terms related to the consummation of specific research programs. In no case will the service of a faculty member ineligible for tenure exceed seven years. Specifically, the only full-time faculty ranks eligible for tenure consid-

eration shall be Professors, Associate Professors, Assistant Professors and Instructors.

IV. Tenure Procedure

A. Consideration for tenure shall be automatic, appropriate to the rank and years of service of the individual as prescribed above.

B. Consideration for tenure may be initiated at the appropriate time by any or all of the following five University agencies:

1. The chairman or appropriate committee of the faculty member's department.
2. The Dean of the school or college in which the faculty member serves.
3. Any full professor in the relevant department.
4. The faculty member himself.
5. An appropriate committee of the relevant school or college.

C. Initial consideration of tenure cases shall be at the departmental level through a departmental faculty vehicle to be defined by the tenured members of the department or where there are no tenured faculty by those who are full-time Presidential appointments.

D. Following action by the department, the chairman has these responsibilities:

1. To make an independent recommendation on each tenure case and to communi-

cate this recommendation to the appropriate committee of the department.

2. To inform the individual faculty member of the departmental recommendation.

3. To transmit all of the recommendations of the departmental committee and the chairman to the college level for consideration.

E. Tenure decisions are next considered by an appropriate college committee having responsibility for tenure matters, where such a committee exists, and by the Dean of the college. Procedures at this level should be established by the individual college.

F. Following consideration at the college level, the Dean has these responsibilities:

1. To make an independent recommendation on each tenure case and to communicate this recommendation to the appropriate committee of the school or college.

2. To inform the individual faculty member of the college recommendation.

3. To transmit all recommendations to the Chairman of the Council of Deans.

G. On receipt of the several recommendations on tenure from the Dean, the Chairman of the Council of Deans shall:

1. Submit recommendations on tenure to the Council of Deans for information

only where all preceding recommendations are in agreement.

2. Submit all materials relating to tenure for all cases where there is disagreement among preceding recommendations to the Council of Deans for their advice.

H. In the case of an adverse recommendation the appropriate Dean shall notify the department chairman and faculty member of the basis for such action.

I. Any of the agencies of the University involved in these tenure procedures may initiate action for review of a tenure recommendation with the Council of Deans.

J. All such recommendations on tenure shall be forwarded by the Chairman of the Council of Deans to the President of the University for transmittal to the Board of Trustees. Rejection of these recommendations by the President or the Board of Trustees should be only for compelling reason, stated in detail to those agencies which made the recommendation.

K. If recommendation for tenure is denied, an appeal on either substantive or procedural grounds may be presented by the faculty member to the Personnel Committee of the Faculty Senate which shall forward its recommendations to the appropriate officers of the University for transmittal to the Faculty Senate and the Board of Trustees.

¹Temple University Faculty Handbook.
(September, 1973), pp. 8-11.